

Rules and Procedures

Rule 103X

June 19, 2007

Rule 103X - POLICE CADETS

This rule is issued to establish the duties and responsibilities of the position of Police Cadet. It is effective immediately, superseding all previously issued rules, orders, and other directives, and replaces Rule 103-X, dated August 8, 1995.

Sec. 1 GENERAL CONSIDERATIONS: The City of Boston created the Police Cadet Program to attract qualified young people to a police career. It is designed to expose potential police candidates to police operations and objectives and encourage them to pursue a position as a Boston Police Officer.

Sec. 2 POLICE CADET REQUIREMENTS: The department appoints Police Cadets under the provisions of [M.G.L. c. 147, § 21A](#). Police Cadet candidates must be not less than 18 and not more than 25 years of age. Candidates must be citizens of the United States, reside in the City of Boston, graduated (or are about to graduate) from high school or possess an equivalency certificate. They must pass a qualifying examination. Candidates must also be licensed drivers by the Commonwealth of Massachusetts and meet the same physical fitness standards required of Boston Police recruits. No candidate for a Police Cadet position will be considered if he/she has been convicted of a felony.

Sec. 3 POLICE CADET APPOINTMENTS: The appointments of Police Cadets are not subject to Civil Service Law or Rules and such appointments may be terminated by the appointing authority at any time and shall be terminated if he/she fails to maintain a passing grade in any course of departmental study. The Department must terminate any Police Cadet who reaches the age of twenty-seven. Police Cadets who have completed at least 2 years of service with the department and meet the civil service requirements are eligible for appointment to the Boston Police Department, as a police officer, under [M.G.L. c. 147, § 21A](#).

Sec. 4 POLICE CADET ASSIGNMENTS: Police Cadets shall be assigned to the Bureau of Field Services and when detailed to various Bureaus, Areas and Units for duty they shall be carried on appropriate records. A Superior Officer designated by the Chief, Bureau of Field Services shall assign hours of duty for Police Cadets.

Sec. 5 POLICE CADET SUPERVISION: The overall supervision of the Police Cadet Program shall be the responsibility of a Superior Officer designated by the Chief, Bureau of Field Services. This officer shall ensure that Cadets are effectively utilized, suitably instructed, and properly supervised.

Sec. 6 POLICE CADET ALLOWANCES: Sick leave and vacation allowances for Police Cadets shall be the same as those provided by the collective bargaining unit. Police Cadets shall be covered by Worker's Compensation if injured while on duty. A police cadet shall not be subject to or entitled to the benefits of any retirement or pension law nor shall any deduction be made from his compensation for the purpose thereof; but a police cadet who during the period of his "on the job training" passes a competitive civil service examination for appointment to the police force of such city or town, and is appointed a permanent full-time police officer, shall have his police cadet service considered as "creditable service" for purposes of retirement, provided he pays into the annuity savings fund of the retirement system such amount as the retirement board determines equal to that which he would have paid had he been a member of said retirement system during the period of his training as a police cadet.

Sec. 7 POLICE CADET RESTRICTIONS: Police Cadets shall never handle a firearm while on duty. On-duty Police Cadets shall only handle alcoholic beverages while under the direct supervision of a Superior Officer. On-duty Police Cadets shall only handle controlled substances while under the direct supervision of a Superior Officer and for administrative purposes only.

Sec. 8 UNIFORMS AND EQUIPMENT: Police Cadets shall be responsible for all uniforms and equipment furnished to them. Police Cadets shall return all such property to the Department upon their termination of employment.

Edward F. Davis
Police Commissioner